

ARTICLE 47 – OREGON RESIDENCY

47.1 **Oregon Residency.** Oregon residency is defined as the primary place the employee certifies is their domicile. If LCC requires **new** faculty employees **hired after January 1, 2025** to maintain a permanent residence in the state of Oregon. **LCC may require existing faculty employees hired before January 1, 2025 to maintain a permanent residence in the state of Oregon, effective upon execution of this agreement as limited by the provisions below.** ~~LCC shall adhere to the provisions outlined herein.~~

47.1.1 **Exemptions.** Faculty members meeting any of the criteria outlined in 47.1.1 shall be exempt from the Oregon Residency requirement.

47.1.1.1 **Existing Faculty.** LCC faculty members with an address outside the state of Oregon as of December 31, 2024 and LCC faculty members with an address outside the state of Oregon as of **one year following** the execution of this agreement shall be exempt.

47.1.1.2 **Program Needs.** This exemption applies to new faculty hired after demonstrating due diligence by conducting an unsuccessful search to find skilled or qualified faculty residing in Oregon, which then left departments or programs with a reasonable unmet need.

47.1.1.3 **Faculty from Historically Underrepresented Groups.** For the purpose of recruitment or retention of faculty from historically underrepresented groups, faculty who would otherwise not accept employment at LCC or who would separate from employment at LCC shall be exempt.

47.1.1.4 **Temporary Residence Outside Oregon.** Exemptions shall be allowed for periods up to **sixteen (16) eighteen (18) months.** ~~two (2) years.~~

47.1.1.5 **Unhoused Exemption.** Exemptions shall be granted to any faculty member **living in Oregon but** experiencing houselessness.

47.1.1.6 **Reasonable Exemptions.** LCC shall grant reasonable exemptions that do not otherwise meet the criteria outlined in 47.1.1 and associated sub-articles.

47.1.1.7 **Equitable Treatment.** All exemptions must adhere to principles of fairness and must be applied evenly and equitably.

47.2 **Appeal Process**

47.2.1 **Denial.** Any faculty member or department / program denied an exemption shall have a right to appeal.

47.2.1.1 **Appeal Step 1.** The faculty member or department / program shall submit a written appeal to the LCC labor relations designee and HR with a copy provided to the Association within twenty (20) working days of the denial.

47.2.1.2 **Appeal Step 2.** The LCC labor relations designee shall provide a written response to the faculty member or department / program with a copy provided to the Association within ten (10) working days of receipt of the written appeal.